

# **EXHIBIT 6**

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

Case No.: 20-cv-12734

v.

Hon. Mark A. Goldsmith

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF JOHN ANIOL**

I, John Aniol, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).

2. I worked for Absopure from November 8, 1999 to March 29, 2022.

3. I understand that the relevant time period in this matter is from October 8, 2017 to the present.

4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.

5. During the relevant time period, I estimate that I began working during the average workweek day at 6:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 6:30 p.m.

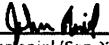
7. During the relevant time period, I estimate that I began working during the average weekend day at 6:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day between 1:00 p.m. and 6:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 22, 2023

  
John Aniol (Sep 22, 2023 17:20 EDT)

JOHN ANIOL

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

v.

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

Defendant.

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**DECLARATION OF AARON ARMSTEAD**

I, Aaron Armstead, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from May 14, 2018 to September 21, 2018.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 5:30 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 6:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 1:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Aug 31, 2023

  
Aaron Armstead (Aug 31, 2023 15:51 EDT)

AARON ARMSTEAD

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Case No.: 20-cv-12734

Plaintiff,

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF DWANE ARMSTEAD**

I, Dwane Armstead, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from June 11, 2018 to October 4, 2018.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 7:15 p.m.

7. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 7, 2023

  
Dwane Armstead (Sep 7, 2023 13:47 EDT)

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DWANE ARMSTEAD

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

v.

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

Defendant.

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**DECLARATION OF ERICK BANKS**

I, Erick Banks, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from April 23, 2018 to August 31, 2018.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 4:00 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 8:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 2:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 5, 2023

Erick Banks (Sep 5, 2023 17:13 EDT)

ERICK BANKS

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

v.

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

Defendant.

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**DECLARATION OF LUCAS BELONGA**

I, Lucas Belonga, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from May 2, 2022 to the present.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:30 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 2:30 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 6:30 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 12:30 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 15, 2023

  
Lucas Belonga (Sep 15, 2023 12:04 EDT)

LUCAS BELONGA

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF KEITH BROWN**

I, Keith Brown, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from September 5, 2006 to July 1, 2020.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 7:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 6:30 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 7:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 1:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Aug 31, 2023

  
Keith Brown Jr (Aug 31, 2023 19:53 EDT)

KEITH BROWN

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Case No.: 20-cv-12734

Plaintiff,

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF DANIELLE CHILDS**

I, Danielle Childs, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from December 5, 2019 to the present.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 2:00 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 6:15 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 11:00 a.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 7, 2023

  
Danielle Childs (Sep 7, 2023 16:19 EDT)

DANNIELLE CHILDS

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Case No.: 20-cv-12734

Plaintiff,

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF CALEB FISH**

I, Caleb Fish, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from April 30, 2018 to the present.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 5:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 5:30 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 4:30 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 12:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 20, 2023

  
Caleb Fish (Sep 20, 2023 11:56 EDT)

CALEB FISH

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF BOAZ HOUSEHOLDER**

I, Boaz Householder, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from March 7, 2022 to April 22, 2022.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 5:30 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 4:30 p.m. (7:30 p.m. twice per week).

7. During the relevant time period, I estimate that I began working during the average weekend day at 6:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 2:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 18, 2023

  
Boaz Householder (Sep 18, 2023 15:08 EDT)

BOAZ HOUSEHOLDER

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

Case No.: 20-cv-12734

v.

Hon. Mark A. Goldsmith

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF SHAWN JACEK**

I, Shawn Jacek, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from October 15, 2018 to November 27, 2018.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:45 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 6:45 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 6:45 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 5:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 18, 2023

*Shawn Jacek*  
Shawn Jacek (Sep 18, 2023 09:47 PDT)

SHAWN JACEK

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Case No.: 20-cv-12734

Plaintiff,

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF GARY JOHNSON, JR.**

I, Gary Johnson, Jr., hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from January 31, 2022 to March 31, 2023.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:30 a.m. – 7:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 6:00 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 6:30 a.m. – 7:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 1:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 18, 2023

  
Gary Johnson (Sep 18, 2023 18:42 EDT)

GARY JOHNSON, JR.

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

v.

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

Defendant.

/

**DECLARATION OF RICARDO LAMMER**

I, Ricardo Lammer, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from April 8, 2019 to October 3, 2019.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 5:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 4:00 p.m. – 5:00 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 3:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 2:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 15, 2023

  
Ricardo Lammer (Sep 15, 2023 13:26 EDT)

RICARDO LAMMER

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF PAUL OKIMOTO**

I, Paul Okimoto, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from September 13, 2021 to the present.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 3:30 p.m.

7. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 16, 2023

  
Paul okimoto (Sep 16, 2023 17:09 EDT)

PAUL OKIMOTO

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF TERRY PEMBERTON**

I, Terry Pemberton, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from February 21, 2022 to June 24, 2022.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. My schedule varied each workday based on overnight travel on certain workdays during the relevant time period.

6. I did not have a consistent average estimated start time or end time each workday during the relevant time period.

7. I estimate that I worked approximately 47 hours each workweek.

8. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Aug 31, 2023

  
Terry E Pemberton Jr (Aug 31, 2023 16:49 EDT)

TERRY PEMBERTON

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF CHARLES PERRY**

I, Charles Perry, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from July 11, 2016 to October 5, 2018.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 7:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 7:00 p.m. – 8:00 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 7:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 3:00 p.m. – 4:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 18, 2023

Charles Perry  
Charles Perry (Sep 18, 2023 10:27 EDT)

CHARLES PERRY

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Case No.: 20-cv-12734

Plaintiff,

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF KEVIN PHIPPS**

I, Kevin Phipps, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from September 11, 2017 to August 16, 2021.
3. I understand that the relevant time period in this matter is from October 8, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 5:45 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 4:00 p.m. - 5:00 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 8:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 1:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Aug 31, 2023

*kevin phipps*  
kevin phipps (Aug 31, 2023 18:28 EDT)

KEVIN PHIPPS

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

v.

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

Defendant.

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**DECLARATION OF NATHAN REDMER**

I, Nathan Redmer, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from May 23, 2022 to November 3, 2022.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:00 a.m. – 7:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 7:00 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 6:00 a.m. – 7:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 12:00 p.m. – 1:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 5, 2023

  
Nathan Redmer (Sep 5, 2023 15:02 EDT)  
NATHAN REDMER

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Case No.: 20-cv-12734

Plaintiff,

Hon. Mark A. Goldsmith

v.

**ABSOPURE WATER COMPANY, LLC,**

Defendant.

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**DECLARATION OF RYAN RHODES**

I, Ryan Rhodes, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from June 20, 2022 to the present.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 5:30 p.m. – 6:00 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 6:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 1:00 p.m. – 2:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 19, 2023

  
Ryan Rhodes (Sep 19, 2023 17:45 EDT)

RYAN RHODES

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

v.

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

Defendant.

/

**DECLARATION OF DAVID SUJKOWSKI**

I, David Sujkowski, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from February 1, 2021 to March 10, 2022.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 7:15 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 5:15 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 6:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 1:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Aug 31, 2023

  
\_\_\_\_\_  
David Sujkowski (Aug 31, 2023 15:32 EDT)

DAVID SUJKOWSKI

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

v.

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

Defendant.

/

**DECLARATION OF KYLE WINCONEK**

I, Kyle Winconeck, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from January 25, 2021 to July 6, 2022.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:00 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 4:00 p.m.

7. During the relevant time period, I estimate that I began working during the average weekend day at 6:00 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 12:30 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Aug 31, 2023

  
Kyle Winconeck (Aug 31, 2023 15:13 EDT)

KYLE WINCONEK

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

**JUSTIN GUY,**

Plaintiff,

v.

Case No.: 20-cv-12734

Hon. Mark A. Goldsmith

Defendant.

/

**DECLARATION OF GEORGE WOLDT**

I, George Woldt, hereby declare that the following information is true and correct to the best of my personal knowledge and belief:

1. I worked as a Driver for Absopure Water Company (hereafter “Absopure”).
2. I worked for Absopure from December 19, 2022 to February 2, 2023.
3. I understand that the relevant time period in this matter is from October 7, 2017 to the present.
4. Because Absopure does not maintain records, the following information is based on my estimates of my hours worked during the relevant time period.
5. During the relevant time period, I estimate that I began working during the average workweek day at 6:45 a.m.

6. During the relevant time period, I estimate that I stopped working during the average workweek day at 8:00 p.m.

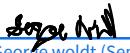
7. During the relevant time period, I estimate that I began working during the average weekend day at 6:45 a.m.

8. During the relevant time period, I estimate that I stopped working during the average weekend day at 3:00 p.m.

9. I rarely if ever had a lunchbreak of 20 minutes or more, uninterrupted by work.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

Dated: Sep 5, 2023

  
George woldt (Sep 5, 2023 17:06 EDT)

GEORGE WOLDT